



GREAT SALT LAKE
BRINE SHRIMP
COOPERATIVE, INC
1750 W 2450 S, OGDEN UT 84401
Phone: 801-622-1111
Fax 801-622-9999

For Office Use Only:

Date Received: _____
Referred By: _____

Employment Application Shore Harvester

Full Name: _____ Date: _____
Last First M.I.

Address: _____ Apt. / Unit # _____
Street Address

City State Zip Code Email: _____

Phone #1: () _____ Phone #2: () _____

Date Available: _____ Position Desired: _____ Desired Pay: _____

Desired Location: _____ How did you hear about our Company? _____

Circle Yes or No

Are you at least 18 years old? Yes / No

Are you either a citizen of, or currently authorized to work in, the USA? Yes / No

If hired, can you furnish proof that you are currently eligible to work in the USA? Yes / No

Are you able to perform the essential functions of this position, with or without accommodation? Yes / No

Have you ever worked for our Company? Yes / No If yes, when? _____

Have you ever been convicted of a felony? Yes / No

Previous Employment – Begin with the most recent employment first

Company: _____ Phone #: _____

City/State: _____ Supervisor: _____

Job Title: _____ Starting Pay: _____ Ending Pay: _____

Main Duties: _____

Reason for leaving?: _____ Dates of Employment (mm/yr)-mm/yy _____

Company: _____ Phone #: _____

City/State: _____ Supervisor: _____

Job Title: _____ Starting Pay: _____ Ending Pay: _____

Main Duties: _____

Reason for leaving?: _____ Dates of Employment (mm/yy)-mm/yy _____

Company: _____ Phone #: _____

City/State: _____ Supervisor: _____

Job Title: _____ Starting Pay: _____ Ending Pay: _____

Main Duties: _____

Reason for leaving?: _____ Dates of Employment (mm/yy)-mm/yy _____

Education

High School: _____

City/State: _____

Did you graduate? Yes / No Other?: _____

College: _____

City/State: _____

Did you graduate? Yes / No Degree(s)? _____

References (Professional & Personal)

Full Name 1: _____ Professional / Personal (circle one)

Company: _____ Phone #: () _____

City/State: _____ Email: _____

Full Name 2: _____ Professional / Personal (circle one)

Company: _____ Phone #: () _____

City/State: _____ Email: _____

Full Name 3: _____ Professional / Personal (circle one)

Company: _____ Phone #: () _____

City/State: _____ Email: _____

Other Information you want considered: Achievements or Accomplishments?

Applicant Agreement (Read carefully before signing)

All information provided by me is true and correct to the best of my knowledge. I understand omissions or misrepresentations may result in rejection of my application or, if employed, may result in subsequent dismissal. I hereby authorize any former employer, person, school, firm or corporation listed here on, including this company, to answer any and all questions related to employment and agree to release from liability and hold all persons harmless for giving any and all truthful information within their knowledge or records. I understand this is a preliminary application and not a contract to employ me. Furthermore, in the event I am employed, my employment shall be completely voluntary and may be terminated "at will" at any time by either myself or the Company. I understand that no representative of the Company, other than the CEO, has the authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing. I authorize the Company to obtain a criminal background check, credit history, or driving record and understand employment may be contingent upon information received in these reports. I agree to take and pass a drug/alcohol test when requested as a condition of employment. I agree to comply with all rules of the Company as a condition of employment.

Applicant Signature: _____ Date: _____

An Equal Opportunity Employer: Great Salt Lake Brine Shrimp Cooperative, Inc. (DBA GSLA) considers applicants for all positions without regard to race, color, religion, creed, gender, sexual orientation, national origin, age, disability, marital or veteran status, or any other reason prohibited by Federal, State, or Local Laws.

HR USE ONLY

Referral? _____

Payable To: _____

Interview Date: _____

Interviewed By: _____

Position: _____

Wage: _____

Shore Harvest Worker Questionnaire

1. Are you able to do strenuous physical work for up to 12-14 hours a day, in a sometimes harsh environment (heat, cold, dust, wind, rain and snow)?

Circle one: YES NO

2. What sort of experience have you had living and/or working outdoors?

3. How do you feel about living and working in close quarters together with people from different cultures, races, religions, etc. – many of whom may not speak your language?

4. How do you most often handle conflicts with other people, whom you have to see and work with every day? (Circle the letter of the answer that best describes you.)

- a) I am generally successful in convincing people to do things my way.
- b) I prefer to report the situation to my supervisor and let them handle any problems.
- c) I usually tend to avoid a conflict situation and wait to see if it resolves itself over time.
- d) I'd rather talk to the person/people involved and try to understand their point of view.
- e) There is usually one person who starts most of the trouble. Once I figure out who it is, I report them to the supervisor.

5. Are you able to arrange your personal and financial affairs so that you can work/live out at the lakeshore for up to 3-4 months, with only short visits to your home?

Circle one: YES NO

6. Are you able to provide the clothing and equipment that you need to live at the worksite for several weeks up to several months? (This includes: warm, water-resistant jacket; gloves; waterproof insulated boots; knitted cap; rain/sun hat; at least 1 week's change of underwear and socks; comfortable shoes; personal hygiene items - toothbrush, soap, towel, razor, shampoo; extra blanket; sleeping bag [optional]).

Circle one: YES NO

7. Which of these work environments do you prefer? (Circle one)

- a) Some basic safety rules, but mostly allowed to use my own judgment.
- b) Not too many safety rules; I'm smart enough to stay out of trouble on my own.
- c) Quite a few safety rules; I generally follow them except where I think they're unnecessary.
- d) Many safety rules; management expects me to know and follow them without exception.

(continued on back)

Shore Harvester Questionnaire (continued)

8. How much experience have you had driving off-road vehicles (ATVs, utility vehicles, dirt bikes, dune buggies, etc.)?

9. Describe what you know so far about the beach harvesting operation.

10. What questions do you have for us about the job?

GREAT SALT LAKE BRINE SHRIMP COOPERATIVE, INC.

Applicant Driver Questionnaire

Name _____

Position Applied For: _____

1. Do you have a current, valid driver license? ☐ Yes ☐ No

If 'Yes', in which state or country was it issued? _____

If 'Yes', what is the expiration date and class? Expires _____ Class _____

2. How long have you been driving? _____ Years _____ Months

3. Please indicate the types of vehicles you have operated, and your amount of experience for each.

	None	0-6 months	6 months-2 yrs	2 yrs +
Passenger vehicles (car, pickup truck, passenger van)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Motorcycles (including dirt bikes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Off-road vehicles (ATV/UTV, sand rail, jeep)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commercial vehicles (truck, van, bus)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industrial trucks (forklift, crane, boom truck, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (describe: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Have you ever had your operating license suspended or revoked for a) moving violation(s), b) driving under the influence of alcohol, drugs, etc., or c) any other cause? ☐ Yes ☐ No

If 'Yes', please give date of violation (month/year) and explain the reason for the suspension/revocation and how long it was for.

Date: _____ State where suspension occurred: _____ For how long? _____

Reason: _____

5. How many citations (tickets) have you received for moving violations (speeding, running stop signs, etc.) in the past three years? ☐ None ☐ One ☐ Two ☐ Three or more

6. How many vehicle accidents have you had in the past three years?
☐ None ☐ One ☐ Two ☐ Three or more

Acknowledgment

I certify that the statements made above are true and complete to the best of my knowledge. I understand that making false statements about my driving record may be cause for personnel action, up to and including termination.

In the event I am offered employment, I hereby authorize Great Salt Brine Shrimp Cooperative, Inc. to request a copy of my Motor Vehicle Record.

Applicant Signature _____

Date _____



Title:	Shore Harvest Worker	FLSA:	Exempt
Reports To:	Shore Harvest Manager and Team Leaders		
		Pay Range:	\$120 / day
Supervisory Position:	No	Team Lead:	No

General Summary:

Position is primarily responsible for physically harvesting and transporting brine shrimp eggs along the shores of the Great Salt Lake.

Principal Duties and Responsibilities:

Duties include, but are not limited to: Manual harvesting and transportation of brine shrimp eggs. Eggs are manually gathered into piles, using general hand tools such as shovels and rakes, shoveled into small bags, manually loaded, transported, and then manually transferred into larger bags which are transported via heavy equipment.

Knowledge, Skills and Abilities Required:

Must be a self-starter. Prior related experience or training preferred, but not required. The ability to read, write, and speak English are not a major requirement of this position; however, some basic understanding of the English language is preferred. Ability to add, subtract, multiply, and divide are not a requirement of this position. Ability to apply common sense understanding to carry out simple one—or two—step instructions. Ability to deal with standardized situations with only occasional variables; however, must have the ability to exercise good judgment and be able to work in ambiguous situations in which self-supervision is required. **Interpersonal Skills and Integrity:**

Must be able to work with and live in close proximity to people in a multi-cultural workforce. Must be willing and able to respect and communicate with individuals across all cultures and languages. Must be trustworthy, honest, and willing to follow instructions from Supervisors and Managers as well as comply with all Company Policies.

Safety Orientation:

100% Safety Compliance is a requirement! Must be able to keep the safety of yourself and others above all other priorities on the job. Must be willing and able to learn and follow all Safety Rules and Policies without exception. Successful candidates will be required to attend a Company-provided ATV Safety Training Course. ATV Safety Training Course attendees must successfully demonstrate the ability to SAFELY operate All-Terrain Vehicles (ATV's) in areas where rough and changing terrain surfaces are a constant.

Working Conditions:

Outdoor – Exposure to a full range of environmental conditions (rain, snow, cold, wind, dust, heat, sun, and insects) while living and working at the Company's harvest locations on the shores around the Great Salt Lake. Due to the time of year (season) in which the harvest takes place, many of the workdays can be very cold, windy, and wet. Work is often performed in the dark with the aid of company-provided work lighting. Shore Harvesters must be able to provide all or most of their own personal cold weather clothing/gear. Possible work near moving mechanical parts, machines, vehicles, fumes, airborne particles, and with vibration. Noise level is usually minimal. Transportation to work sites may involve vans, trucks, and / or riding on ATV's as a driver or passenger.

Physical Demands:

Must be able to live on site in tents or camp trailers at remote harvest camps around the Great Salt Lake during the harvest season. Ability to sleep in army-style cots. Ability to physically work long hours (12-16 hours or as needed). Majority of time requires standing, walking, sitting, use of hands to finger, handle or feel, reaching with hands and arms, verbal communication (basic English speaking and listening/understanding). Ability to repeatedly lift upwards of fifty (50) pounds. Ability to see with or without corrective lenses.

Schedule:

Shore Harvesters are generally scheduled to work seven (7) days per week and approximately fourteen (14) hours per day. Day off requests and/or schedule exceptions must be approved by the Shore Harvest Manager. Transportation to and from the harvest sites will be provided by the company.

Certificates, Licenses, Registrations:

None. (Valid Driver License preferred.)

Employee Signature

Date

Human Resources Representative Signature

Date

*Great Salt Lake Brine Shrimp Cooperative, Inc. is an Equal Opportunity Employer (EEOC). Great Salt Lake Brine Shrimp Cooperative, Inc. participates in the E-Verify Program. **Note: Federal Law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States.*